



## Professional Experience

- Consult with organizational leaders to drive business results by focusing strategically on people operations, workforce planning, organizational development and change management. Support high priority organizational decisions by providing essential data to influence action and offer proactive solutions to complex challenges.
- Design, implement and support organizational programs dedicated to enhancing culture, recruiting and retaining top talent, increasing the productivity and engagement of employees and developing opportunities for employee growth and development.
- Experienced practitioner in architecting, implementing, managing and evaluating:
  - **Values and Mission Driven Programs:** Drive adoption and support of recruitment, L&D, employee recognition, community relations, philanthropic partnerships, and internship programs.
  - **Leadership Development:** Coach and counsel executives and managers on personal effectiveness, Emotional Intelligence, leadership, team cohesion and team learning & development opportunities.
  - **Diversity, Equity and Inclusion:** Build and scale diversity, equity and inclusion recruiting and People initiatives that are aligned with organizational mission and values. Create data-driven programs/initiatives that drive engagement and retention of underrepresented groups with a concentrated effort in engineering, design and product. Experience with EEO and AAP reporting.
  - **Performance Management:** Mentoring and motivating team members to meet their optimum performance. Partner with organizational leaders to create comprehensive talent development and succession plans across teams and throughout organizations. Partner with Recruitment and managers on development of job descriptions, performance evaluation tools and OKRs.
  - **Total Rewards:** Architect, evaluate, improve and communicate compensation/merit philosophy, equity, bonus programs and promotion practices. Create and administer benefits and wellness programs, including development of communication collateral and hosting informational sessions.
- Additional experience overseeing the planning, development and execution of HR functions including: recruitment, immigration, employee relations, employment law, regulatory compliance, organizational effectiveness & development, L&D, people data analytics and change management. Domestic and global work experience.

## Employment (see my LinkedIn profile for comprehensive work experience)

People Operations/Org. Development Consultant, The HR Hacker | 2011 - present

- Consulting with a CPG startup | Aug. 2018 - present
- Consultant with Code to the Future | Jun. 2017 - Sept. 2017

VP, People Operations & Employee Experience, Code to the Future | 2017 - 2018

Director of Human Resources, Chartboost | 2017 - 2017

Head of People Operations, if(we), acquired by The Meet Group | 2016 - 2017



## Alexandria Brown, PHR, SHRM-CP



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VP, Human Resources, Brightscope, Inc., *acquired by Strategic Insights* | 2012 - 2016  
Additional Human Resources experience (as HR Specialist, Manager and Recruiter) at various organizations | 2008 - 2012

### Recent Notable Achievements (*comprehensive list available upon request*)

- Design, implement, and evaluate programs in recruitment, total rewards, performance management and learning & development | current CPG client
- Led change management in leadership culture and strategic planning | Code to the Future
- Developed a complex data modeling tool for compensation benchmarking and merit review | Code to the Future
- Implemented talent acquisition Standard Operating Procedures and established a streamlined new hire on-boarding process | Code to the Future
- Architected and deployed organization's 1st performance management program | Code to the Future
- Architected and launched we(grow) Leadership Development Program | if(we)
- Initiated organization-wide transition to Agile and technical project management process | if(we)
- Architected and deployed Diversity & Inclusion programs for talent acquisition and L&D | BrightScope

### Education and Certifications

Bachelor of Science Degree, Political Science | Northern Arizona University  
Certificate in Human Resources Management | University of California, San Diego  
Professional in Human Resources | Human Resources Certificate Institute  
SHRM-CP | Society of Human Resources Management

### Professional Affiliations

National SHRM Member and Capitol Hill Advocate  
San Diego Chapter of SHRM & Legislative Committee Member  
Rady Children's Hospital - Patient Care Companion Volunteer  
Feeding America San Diego Chapter

### Professional Competencies

Advanced principles in Human Resources and Recruitment  
Strong knowledge of state and Federal employment laws and regulatory compliance  
Experienced leadership coach, mentor and motivator  
Strong influence, consulting, program and project management skills  
Skilled in employee relations, conflict resolution, organizational design and behavior  
Strong content and collateral developer  
Advanced principles of problem identification, analysis and resolution  
Strong relationship builder and communicator; ability to communicate effectively with diverse constituencies  
Technical experience with Atlassian, ZohoSprints, HTML, Slack, HRIS/HRMS systems, Microsoft Office Suite, Google apps, iWork Suite